

Paper Copy Recipients

- Sample Student (Year 1, Samples)

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6 October 2021

Sample Parent

Sample Student (Year 1, Samples)

Staff Shortages

Dear parents and carers,

Thank you for your ongoing patience as we continue to experience high numbers of staff absence. I know that some of you are frustrated by the ongoing situation and I wanted to give you more information. To make you fully aware of this situation, over the last 8 days, we have had (on average) 17 staff absent from school each day. The highest number of staff absent was 20. Approximately, 50% of these are class teachers.

In addition, supply teacher agencies are also experiencing staff shortages and are finding it difficult - and sometimes impossible - to meet the demands of schools. We also find ourselves in the unprecedented position of supply teachers calling in sick at the last minute. All of this creates a situation where I struggle daily to manage staff available to me to ensure that children are in class with teachers.

On the overwhelming majority of days, I have managed to ensure that children are in class, being taught by a qualified member of staff. Every possible adaptation has been made to ensure that anyone who is qualified to teach a class of children is doing so. I have timetabled creatively and maximised every opportunity for adults to be with children. This has meant that all staff have - willingly - given up lunchtimes, leadership time and planning and preparation time, in order to ensure that children are in school. I know that they will continue to do this for as long as is required and I thank them for this.

But clearly, on occasions such as today, when I had to request that Year 6 children learn remotely, I have been unable to organise appropriate cover. I want to assure you that this is not from a lack of trying. I appreciate the concerns that some of you have voiced about the short notice given. I have today received requests that I notify you the evening before any periods of remote learning. This is simply not always possible. Until 7:45am this morning, we had two members of staff available to teach in Year 6. I could have notified you at that point, but instead chose to spend an additional 30 minutes trying everything in my power to secure staff to teach those children.

Year 6 children **will** be able to return to school tomorrow and we look forward to seeing them. However, it is simply not possible to take them swimming and this session will be made up later in the year.

I will be writing to individual groups of parents with more information as appropriate.

Thank you for your ongoing support.

Kind regards,

Vicki